

# STATE

June 2019

# MAGAZINE

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Supporting free, fair and  
safe elections in Ukraine

## Security Investment

East Africa's first Countering Violent  
Extremism Center becomes regional hub

# Krakow

Experiencing a cultural renaissance  
in the heart of Central Europe





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# STATE MAGAZINE

## State Magazine

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## Deadlines

The submission deadline for the **September issue is July 15.**

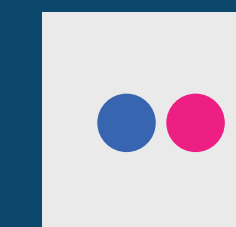
The deadline for the **October issue is August 15.**

## Editorial Contributions

Unsolicited artwork and manuscripts are not accepted, and publisher assumes no responsibility for return or safety of unsolicited artwork, photographs, or manuscripts. Query letters may be addressed to the multimedia editor or [statemagazine@state.gov](mailto:statemagazine@state.gov).

Post of the Month maps are produced by the  
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**[stateoig.gov/hotline](http://stateoig.gov/hotline)**







**From left:** The Pol/Econ team at the embassy art opening Patricia Viscarra, Patricia Kehoe, Brent Corby, Chargé d'Affaires Bruce Williamson, Kimberly Austin, Jose Ribero, Rolf Olson, Stephanie Guerra-Smith, Javier Lopez-Videla and Martin Palermo enjoys showcasing their newly acquired artwork.

*Photo by Carmen Julia Arze*

**By Kimberly Austin**

*Kimberly Austin is an office management specialist in the Pol/Econ section at Embassy La Paz.*

## Embassy La Paz showcases artists with disabilities

The Pol/Econ section at U.S. Embassy La Paz regularly conducts meetings with local contacts, which creates the need for a space that reflects positively on American values. In a country with an ongoing negative narrative of the United States, presentation is important. Previously, the space used for conducting meetings showcased a photograph of the terrible traffic in La Paz and a print of John Wayne brandishing a revolver. With an urgent need for a new look, Embassy La Paz set aside a small budget to refresh the space with new artwork to include original pieces from local La Paz artisans and artists with disabilities.

Approximately half of the funds went to purchase original pieces from local La Paz artisans. Not only did the purchase support the local community, but the chosen fair trade handwoven tapestries and acrylic landscapes beautifully depict familiar Bolivian scenes. The remaining funds went to purchase 13 pieces of original art from the nonprofit Art Enables. Founded in 2001 and located in Washington, D.C., Art Enables is a vocational arts program for individuals with disabilities. Regularly featured in local and national media, the Combined Federal Campaign describes Art Enables as, “A nonprofit supportive employment program and art gallery dedicated to creating opportunities for adult artists with disabilities to make, market and earn income from artwork.”

Before being cleared and permanently located in the Pol/Econ office, the La Paz facilities team hung the art in the embassy auditorium for the entire community to enjoy. Chargé d'Affaires Bruce Williamson kicked off the exhibit with remarks regarding the importance of social inclusion, and he shared a three-minute video about Art Enables. The decision to support local businesses, American artists and individuals with disabilities depicts U.S. values and delivers a compelling visual narrative that can change local perceptions about Embassy La Paz and the United States. ■





**From left:** Wiley Skaret and anti-narcotics police officer, graffiti artist and painter Lt. Oscar Gonzalez pose for a photo at the U.S. Ambassador's Independence Day Celebration, July 2018. Skaret performed at the event on the James 1 piano, which was designed by Gonzalez.  
*Photo courtesy of Embassy Bogota*

By Kate Bartlett

*Kate Bartlett is an assistant information officer at Embassy Bogota.*

## EFM raises awareness for Colombian police families

Often working in dangerous areas of the country, the Colombian National Police are at the forefront of the strategy to reduce cocaine production in Colombia, a major priority for Embassy Bogota. They are responsible for protecting both Colombians and Americans from the dangers of drugs, and as one of the United States' strongest partners in Colombia, the police are recognized for their dedication by embassy employees and their families. Employee family member and 17-year-old Wiley Skaret was impressed by the police and their dedication to their jobs and decided to use his skill as a pianist to benefit the families of fallen Colombian police officers.

"Every kilogram of cocaine seized by the Colombian National Police represents over 7,000 personal doses that don't end up in the hands of young people like me back home," said Skaret. "The Colombian National Police represent the tip of the spear in the all-out battle against cocaine trafficking, and I just feel that it's right to give back to those who have risked so much."

Skaret created a nonprofit organization called James 1, which is dedicated to raising university scholarship funds for the children of Colombian police officers who have been killed in the line of duty. Additionally, he traveled throughout Colombia to film a series of music videos that focused on drawing attention to the difficulties for police families. The piano he played in these videos, currently on display at the Colombian National Police Museum in Bogota and signed by Colombian soccer star James Rodriguez, will later be donated to charity in support of the scholarship fund.

Skaret has also performed concerts at various Embassy Bogota events, entertaining crowds with his renditions of the U.S. and Colombian National Anthems. He was also featured at some of the embassy's high profile events, including the U.S. Ambassador's Independence Day celebrations in Bogota and Cartagena. To date, Skaret's advocacy has raised more than \$60,000 in scholarship funds and has brought pride to Embassy Bogota's mission. ■





ConGen Rio de Janeiro Consular Officer Jenna Paisley answers visa applicants questions during the first Instagram Live for Mission Brazil.  
Photo by Carlos Kulps

By Anne Foss

*Anne Foss is a consular officer and Maria Cecilia W. Pereira is a consular assistant at the U.S. Consulate General in Rio de Janeiro.*

## Mission Brazil broadcasts first Instagram Live on visas

In February, the consular and public affairs sections at the U.S. Consulate General in Rio de Janeiro produced Consular Team Brazil's first-ever Instagram Live. The initiative was part of Consular Team Brazil's outreach goal to use social media to engage the local community and demystify the visa process while promoting a positive image of the U.S. government.

Instagram is one of the most popular social networks worldwide, especially among young adults. This demographic often searches online for advice on applying for a U.S. visa. With 69 million users, Brazil ranks third in the world in Instagram audiences, and it is an audience that is steadily growing. Launched in June 2018, ConGen Rio's Instagram account has grown to 15,000 followers, which includes 500 followers who joined while advertising for this event. Instagram's algorithm rewards accounts that use all of the platform's functions. Employing functionalities like live events is a best practice as it drives viewership and grows the number of account followers, benefiting not only future consular messaging but also the overall Mission's messaging.

The February event reached 26,160 accounts and had 1,927 views, with many commenters praising the initiative. When reposted on Facebook and Instagram TV, the video's reach skyrocketed to more than 100,000 people. The event continued the excellent collaboration between Rio's consular and public affairs sections and will benefit Mission Brazil's future outreach efforts. ■





The goal of the “Preventing Harassment at State (PK405)” course is to ensure employees are familiar with the laws and Department policies prohibiting harassment and know how to report allegations of harassment. *Illustration courtesy of the Foreign Service Institute*

By Amanda J. Richard

*Amanda J. Richard is the multimedia editor at State Magazine.*

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## Harassment prevention course helps uphold professional Ethos

In a ceremony in the C Street lobby of HST, April 26, Secretary of State Michael Pompeo introduced the Department of State’s new professional Ethos statement, emphasizing the idea of “One Team, One Mission, One Future.” Demonstrating respect in the workplace is a key component to ensuring that all employees feel valued, recognized and are able to work harmoniously with their colleagues. A work environment of civility and respect where all employees feel included is of the utmost importance, and nothing erodes this more than discrimination and harassment.

In 2018, the Office of Civil Rights (S/OCR) conducted anti-harassment training for all American direct-hire employees. Additionally, S/OCR, along with the Bureau of Human Resources, created an informative video to ensure that all employees received the training within the year. As part of the Department’s continued effort to uphold the values that are showcased in the Ethos statement, and to ensure accountability with the anti-harassment training requirements, S/OCR worked with the Foreign Service Institute to develop a new course, released in April 2019, called “Preventing Harassment at State (PK405).”

This course explains discriminatory harassment, highlights the mandatory reporting requirements for supervisors and responsible management officials, and helps employees understand the Department policies and procedures in place to protect them from discriminatory harassment and sexual harassment.

The creation of this course “represents our ongoing commitment to upholding our Professional Ethos and fostering a culture of integrity and respect for all,” said Deputy Secretary of State John J. Sullivan in an email to all employees announcing the course.

All Department employees—Foreign Service and civil service—are required to complete this training course before Dec. 31, 2019 and every other year thereafter. Locally employed staff are highly encouraged to take the course as well. Employees can register for the distance learning course on FSI’s [website](#). Additionally, the Department’s policy on harassment is listed in 3 FAM 1525 and 3 FAM 1526. Anyone may at any time report incidents of harassment to S/OCR’s reporting [website](#). ■





Children that attended Take Your Child to Work Day, April 25, were sworn in by Secretary of State Mike Pompeo and attended an assortment of activities throughout the day. *Photo by State Magazine*

By Michael Karlsberg

*Michael Karlsberg is a management analyst in the Bureau of Human Resources' Office of Employee Relations.*


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## Children of Department employees join workforce for a day

More than 1,000 children attended Take Your Child to Work Day, April 25, where the work of the Department of State was put on display. This annual event is held in Washington, D.C., in addition to most posts overseas.

In Washington, the day began with the Director General of the Foreign Service and Human Resources Carol Perez and Secretary of State Michael Pompeo and his wife, Susan, welcoming attendees and swearing them in as honorary “employees for a day.” Pompeo encouraged the children to take moments throughout the day to learn about the mission of the Department. He reminded the kids that their parents were “working to shape a brighter future around the world.”

Bureaus across the Department scheduled 59 different activities, including games and virtual reality simulations. Two activities called the “Tin Can Man” and “Nuts and Bolts Tour” are perennial favorites among the children because they allow them to create action figures from recycled materials and tour the infrastructure of the Harry S. Truman (HST) building. The Bureau of Diplomatic Security (DS) brought one of their bomb-sniffing dogs and displayed two official limousines plus a large, armored SUV, which the children were able to sit in and activate the lights and sirens. DS’s Office of Mobile Security Deployments also joined in on the fun, with a demonstration of equipment that is used by DS agents in the field. Similar to past years, the “Child ID Kit” activity saw a steady stream of children throughout the day, which allowed the children to personalize their own IDs, complete with their pictures and fingerprints.

Following the first activity period, children and parents were able to get lunch in the HST cafeteria and participate in a number of other activities held in the afternoon. Take Your Child to Work Day is coordinated each year by the Bureau of Human Resources’ Office of Employee Relations. With the help of many volunteers, the planned activities present a unique look at the varied contributions and important work of Department employees, while allowing their children the opportunity to learn through fun, educational activities. Watch a video from the event [online](#). 

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Secretary of State Mike Pompeo issues the formal oath of office at the conclusion of the 150th SOAR class. Photo by Michael Morrison

By Michael Grantham

*Michael Grantham is an information management specialist at Embassy Hanoi.*

## The 150th Specialist Orientation Class leaves a legacy

On Nov. 26, 2018, a group of strangers walked into the William J. Burns auditorium and experienced the first taste of their new Foreign Service careers. The 150th Specialist Orientation Class included 72 members representing 10 specialties, including Diplomatic Security special agent candidates, information management specialists, office management specialists, diplomatic couriers, financial management officers, construction engineers, facility managers, security engineering officers and security technical specialists. Many of the specialists had already worked for the Department of State in one capacity or another before the class which allowed them to share their overseas experience and familiarity with embassy life, bringing an extra layer of knowledge to the class.

In the weeks that followed, presentations from various Department offices and mentors provided additional information and insights into the future of each classmate's career. Noting the historic nature of the 150th Specialist Orientation Class, the course coordinator tasked the class with a mission—hold a contest to replace the cumbersome “Foreign Service Specialist Orientation Class” name with something as catchy as the generalists’ “A-100” moniker. The class took a vote to rename the course. After tossing around ideas like “S-150” and “Spec150,” at the last minute, a new suggestion captured everyone's attention. It was a simple play on Specialist Orientation but had lofty symbolism: SOAR—Specialist Orientation and Readiness. Secretary of State Mike Pompeo announced the new name in his remarks to the 150th class at their formal swearing-in ceremony on the final day of orientation, congratulating the class as the 150th SOAR. Going forward, all new Foreign Service specialists will attend SOAR training at the Foreign Service Institute.

At the end of week three, the 150th SOAR scattered to onward training. The specialists had specific tradecraft to learn, and they shifted their focus to mastering their new Foreign Service lifestyle. ■

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# Crafting Communications

Perfecting the 'art' of diplomacy

By Roberta H. Mather

**C**arrying the “Imagine. Create. Deliver” mantra as the Department of State’s central printing authority for more than 70 years, Global Publishing Solutions (GPS), located in the Bureau of Administration’s Global Information Services, takes the Department’s best ideas and important messages and packages them with a strong, compelling design. Propelled by three key office units—design, print and copier management—GPS supports offices domestically and every mission abroad from three locations—Washington, D.C.; Vienna, Austria; and Manila, Philippines. | *Cont.* | ▼



**From left:** Members of GPS Washington, D.C., Senior Visual Information Specialists Monika Wesolowski and Lamya El-Shacke, Marketing Director Roberta Mather, Printing Specialist Loretta Moore, Financial Auditing Specialist Camilla Palmer and acting Deputy Director Pamela Holton.

*Photo by Isaac D. Pacheco*



Not only does GPS offer a trusted source of stock items like world maps, official portraits, business cards and ambassadorial stationery kits, it also responds to the secretary's needs and other diplomatic requirements with rapid turnaround.

In September 2018, the Department's Iran Action Group needed to release its report, "Outlaw Regime: A Chronicle of Iran's Destructive Activities," during the United Nations General Assembly in New York. With a critical timeline of only a few hours, GPS successfully turned the digital content into a printed pamphlet complete with color photographs for distribution during the assembly.

"This report played an important part in articulating our Iran policy at UNGA," said Len Khodorkovsky, the public affairs office deputy assistant secretary of digital strategy. Showing that print and digital products are complementary, he added "The Outlaw Regime report has since then been downloaded over 12,000 times from state.gov."

Furthering diplomacy, GPS supports programs like the Office of Art in Embassies (AIE), which has been dedicated to cultural exchange through the arts and supporting the mission of diplomacy for more than 50 years. GPS designs and produces the AIE catalogs of exhibitions and permanent collections curated for U.S. diplomatic facilities abroad. These catalogs are vital to posts' and AIE's cultural and educational outreach activities with the host communities.

"Given the security restrictions of U.S. diplomatic facilities, and the sometimes limited communication infrastructure in certain countries, these catalogs, produced by GPS, are frequently one of the few resources an ambassador or embassy staff has to promote American art and culture," said Camille Benton, the AIE acting director.

GPS supports the Bureau of Diplomatic Security's Office of Antiterrorism Assistance (DS/T/ATA) by printing training products that are a vital aspect of the office's mission to train foreign law enforcement agencies engaged in fighting terrorism. | *Cont.* | ▼



Acting Deputy Director Pamela Holton shares a finished ambassador stationery product with Senior Visual Information Specialist Lamya El-Shacke.

*Photo by Amanda J. Richard*



With numerous ATA program training activities occurring simultaneously across the globe on a weekly basis, GPS prints voluminous training materials in multiple languages and consistently delivers them to meet DS/T/ATA's rigid training schedules.

"GPS" production of the instructor and student materials for distribution in the classroom not only contributes to the successful imparting of counterterrorism knowledge and skills to the students but also promotes the ultimate program goal of sustainability of the capability within the partner nations," said DS/T/ATA's Course Materials Manager Wayne Capino. "Thus, GPS is a mission-critical link in the delivery of the ATA program's training that is a national security priority."

Beyond print, GPS supports digital campaigns providing solutions from start to finish, ranging from simple logos or Facebook banners to supplemental print products.

Dean Cheves, director of GPS Manila, said that GPS complements the Department's commitment to being digital-first by bringing "a tangible permanency, since print lasts. Printing supplements all temporal digital programming with lasting tactile, trustworthy information." For example, when the Department hosts an EducationUSA Fair around the world, Cheves said GPS makes sure that "participants have hard, persistent, reliable and trustworthy printed guidance material in their hands as they head home to start their education planning. The books we produce do not require electricity, a data plan nor a battery. | *Cont.* | ▼



**From Left:** Greg Goble from the Office of American Spaces and Nathalie Mayer, GPS graphic designer in Vienna, discuss the outcome of her "Comic Door Banner" design.  
*Photo courtesy of GPS Vienna*



Digital Pressman Dennis Rellorosa assists Second Pressman Antony Agpuldo in refilling a Heidelberg SM102 ink fountain with black offset ink.  
*Photo by Michael James F. Baquirin*

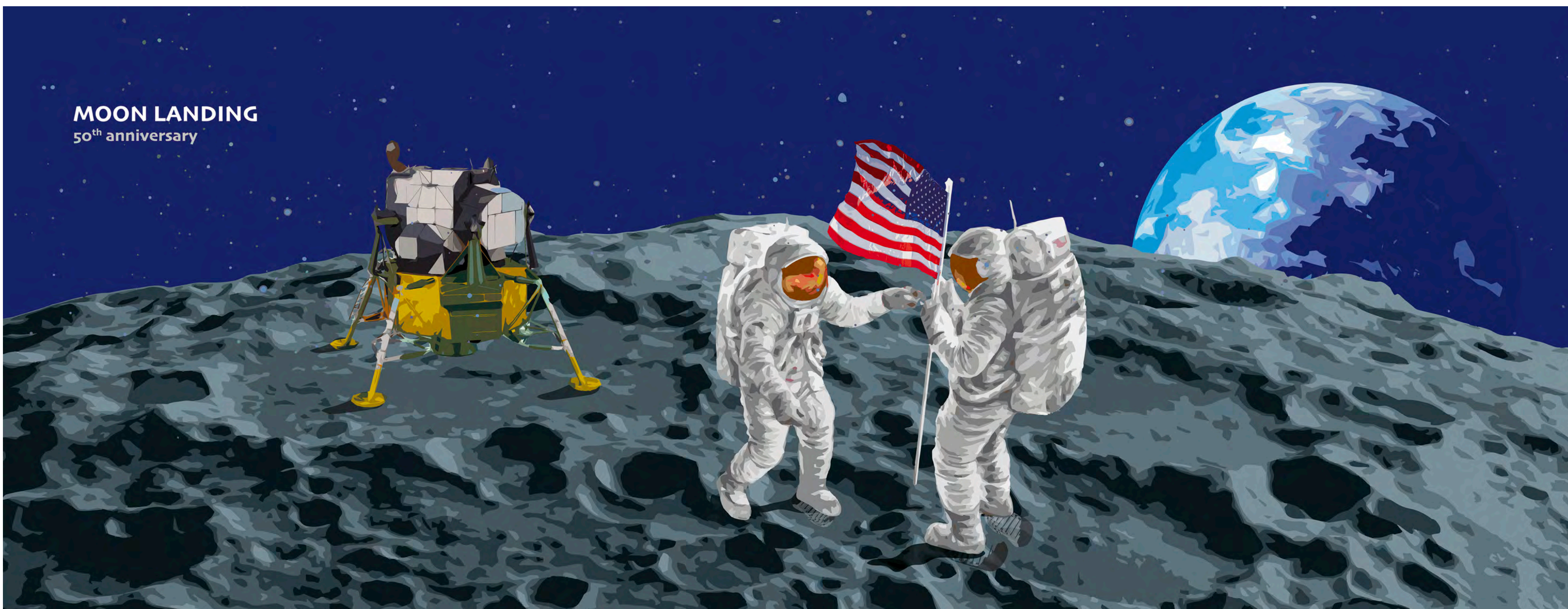




Press Supervisor Edmon Padua makes color adjustments using the color monitoring system of a Heidelberg SM102 during the press run of the Moon Landing Anniversary posters. *Photo by Michael James F. Baquirin*

They are in the end user's local language. In fact, among many developing nations, our materials are shared broadly among several individuals. ... I try to let public affairs officers, cultural affairs officers and regional English language officers know that we can assist in supplementing their public facing digital campaigns with quality, branded, cohesive and, most importantly, trusted material that cannot be hijacked or reinterpreted during delivery."

Cheves continued, "Overseas, GPS has become the easy-to-use supplement to General Services Administration for hundreds of posts, especially smaller posts with limited local resources. GPS produces thousands of items like letterheads, stationery, consular forms, training materials, certificates and envelopes. | *Cont.* | ▼



The Department along with NASA will mark the 50th anniversary of the Apollo Program that landed a dozen Americans on the moon between July 1969 and December 1972. This graphic is intended for large-scale and small-scale use in American Spaces and U.S. Embassy events worldwide. *Illustration by Nathalie Mayer*



We print millions of diplomatic pouch tags annually. These are chain-of-custody controlled and thus meet Diplomatic Security standards.”

Looking ahead, GPS continues to support the Department through the expansion of its document scanning services, offering a controlled, secure environment for scanning and paper digitalization, records retention and destruction of bulky paper records. Instead of rummaging through boxes and cabinets of files to find a particular credit card receipt or travel document, office teams using this technology will be able to quickly find documents after a simple text search.

“GPS is excited to add document scanning to our portfolio of services. Digitizing documents will help our customers save space, provide searchable and secure archives, plus meet National Archives and Records Administration’s 2022 requirement for electronic records,” said acting GPS Deputy Director Pamela Holton. “It is all about downsizing in a smart, intuitive way.”

GPS staff are multitalented across many skills sets and are counselors of design and communication consistency. Not only does GPS offer services and products, but it also holds the authority on all matters related to the Department and embassy seal (5-FAM 1300).

Consistency of the Department’s larger brand is of utmost priority, for the face of diplomacy abroad is often the face of the United States. Therefore, when in doubt, the GPS design team encourages offices to reach out for guidance. In a sea of information and competing messaging across the globe, the official message of diplomacy needs to stand out.

Visit GPS’ [website](#) on OpenNet for more information on the services and products.

▣ *Roberta H. Mather is the marketing director at Global Publishing Solutions.*



Warehouse Manager in GPS Manila James Nayre carefully maneuvers his forklift after retrieving stock publications from the finished goods shelves for worldwide distribution.

*Photo by Michael James F. Baquirin*





# INSPIRING CONFIDENCE

Supporting free, fair and safe elections in Ukraine

By Michael Liebegott

**F**ive years after the 2014 Revolution of Dignity in which the Ukrainian people demanded a democratic, Euro-Atlantic future, they headed to the polls to choose their president for the next five years. Actor and comedian Volodymyr Zelenskyy, known for his popular television series “Servant of the People,” emerged as the winner, surpassing incumbent President Petro Poroshenko in the April 21 runoff, after a record 39 candidates vied for the presidency in the first round of elections that took place, March 31, requiring a 31-inch-long ballot. | *Cont.* | ▼



**Opening photo:** A Ukrainian voter cast her ballot at the Institute of International Relations at Shevchenko University in Kyiv. *Photo by Olesia Trachuk*



At a polling station, American and Ukrainian staff from Embassy Kyiv observe the second round of Ukraine's presidential election, April 21.

*Photo courtesy of Embassy Kyiv*

Recognizing the importance of these elections to Ukraine's continued Euro-Atlantic integration, the U.S. Embassy in Ukraine worked round-the-clock with local stakeholders to promote free, fair and safe elections.

In the lead-up to voting, U.S. support for the Ukrainian elections came in various forms and through multiple channels to ensure that the Ukrainian people felt confident in their country's electoral processes. The United States provided equipment and training for the Central Election Commission (CEC) to fortify its cybersecurity infrastructure, supported public outreach campaigns and facilitated public-private partnerships to thwart cybersecurity threats.

"Cyberthreats have been at the top of the agenda in recent years, not just in Ukraine, but globally," said Ann Hopper, a USAID officer at Embassy Kyiv working on this initiative. "Our work with the CEC not only provided tangible benefits in the form of enhanced electoral security but also gives Ukrainians peace of mind that the votes they cast really matter and the contentious elections did reflect the will of the people." | *Cont.* | ▼





Meanwhile, the embassy team worked with Ukrainian civil society organizations, such as the Civil Network OPORA, which is focused on transparency in the elections process, political party training and voter education initiatives that help ensure the integrity of their own elections.

As election day approached, then-U.S. Ambassador to Ukraine Marie L. Yovanovitch and the Political Section of Embassy Kyiv, proactively met with leading candidates and their teams to help the U.S. government obtain a better understanding of its potential future partners' plans. Yovanovitch and the team also traveled throughout the country to communicate directly with Ukrainian civil society and local leaders in different regions to listen to their views. These engagements offered an opportunity to reiterate the United States' shared interest with the Ukrainian people in advancing democratic reforms and anti-corruption efforts that began during the 2014 Revolution of Dignity.

Recognizing that the Ukrainian public had the most critical role to play in the elections, Embassy Kyiv, through its public outreach programs, encouraged the public to be thoughtful consumers of news and social media.

"Our 'Learn to Discern' program helps Ukrainian secondary school students gain critical thinking and media consumption skills, so we adapted some of our program materials to be relevant to Ukrainian voters, who are targeted by disinformation from Russia and other sources," said Cultural Affairs Officer Sean O'Hara.

An embassy-organized "Learn to Discern" forum in March, which reached more than 8,000 potential voters at 400 locations across Ukraine, taught participants how to recognize misleading headlines, emotional triggers and statistical manipulations in media. Meanwhile, the embassy shared similar tips with social media users in advance of the elections to help combat disinformation from malign actors.

While the embassy intensively prepared for the elections, voting on March 31 and April 21 offered a unique challenge. Embassy Kyiv deployed more than 20 officially registered election observation teams of American staff and local staff all across Ukraine. More than 100 total staff members were deployed—from Lviv in the West to Mariupol in the East—for both rounds of voting to help monitor the integrity of the presidential elections. | *Cont.* | ▼



Ambassador Yovanovitch visits a polling station at the Obukhiv Community Center located outside of Kyiv.  
*Photo by Olesia Trachuk*





In advance of the elections, observers received training on how to identify voting irregularities, such as group voting; how to note the security environment, such as the presence of police officers or agitators; and how to observe general atmospherics, such as whether a location is calm or if there are prohibitively long lines.

The high-stakes elections and large contingent of embassy observers in the field required a robust team back in Kyiv. On the two voting days, the deputy chief of mission and representatives of the political, public affairs, Diplomatic Security, USAID, management, Information and Resource Management, defense attaché and Peace Corps offices gathered in the embassy command center, along with British and Canadian counterparts, to monitor the situation in real time. Everyone had a crucial role to play, whether tracking the latest election activity, translating candidates' press conferences, tweeting about embassy observation efforts or reporting all the developments back to Washington, D.C.

Embassy Kyiv's John McCain Conference Room was transformed into a full-scale, high-tech command center to support the embassy-based teams, in addition to accommodating the British and Canadian embassies and even hosting NGO representatives. More than 15 OpenNet workstations and 30 dedicated internet network connections, multiple printers, three televisions with live feeds, simultaneous translation with headsets for all and five telephone hotlines provided the embassy monitoring team with the resources necessary for tracking and reporting in real time as the elections unfolded. The centerpiece of the command center was the projection of the real time map of Ukraine that the regional security office used to track every observer team.

Monitoring the security situation was a key priority, given the importance of informing U.S. citizens in Ukraine about security concerns and ensuring the safety of embassy observation teams spread across many cities and towns. Prior to the elections, far-right organizations such as the National Corps had taken to the streets to protest against incumbent President Petro Poroshenko; during a clash in March, police officers were injured. Through its American Citizens Services (ACS) Office, Embassy Kyiv provided timely updates to the embassy community and American citizens within Ukraine in advance of demonstrations, helping individuals stay safe



The embassy monitoring team use their high-tech command center in the John McCain Conference Room to support the embassy-based teams and report results to Washington, D.C.  
Photo by Olesia Trachuk

during potentially volatile situations. ACS also worked with consular officials in Washington to update Ukraine's travel advisory to reflect information about the elections.

Keeping embassy observers safe on election day was a high priority and a high-tech endeavor. Each observer team was equipped with a handheld, radio-sized tracking device, allowing the embassy control room to track each team's location in real time on the large projected map.

"If any election observer felt they were in danger, they could've just pressed the emergency button on their tracking device, and we would have instantly responded," said Regional Security Officer Nick Collura. "Thankfully, everything went smoothly and safely, but we had a full team in place to react if needed and safe havens prepositioned in each district."

Now that Ukrainian elections have concluded peacefully and the will of the Ukrainian people has been expressed, Embassy Kyiv is focused on continuing to support the strong U.S.-Ukraine partnership and advancing the two nations' mutual political, economic and security interests.

■ *Michael Liebegott was a spring 2019 political intern at Embassy Kyiv*



# Krakow

Experiencing a cultural renaissance in the heart of Central Europe

Story by Amy Steinmann



Landmarks like St. Mary's Basilica, Cloth Hall Building and Old Town Hall Tower can be seen in this panorama of Old Town Square.

*Photo by Grisha Bruev*

Once described as Central Europe's hidden gem, Krakow's charm and uniqueness are no longer secret, as evidenced by the 13.5 million tourists who visited in 2018. The capital of Poland until 1596, Krakow is a city on the upswing, where 13th-century castles and ancient architecture juxtapose a burgeoning innovation ecosystem and an emerging startup hub. Regarded as the intellectual heart of the country, Krakow boasts 23 institutions of higher education, with a combined yearly enrollment of 200,000 students—one-quarter of the city's residents. The city showcases a vibrant mix of students and academics, entrepreneurs and techies, as well as artists and musicians who all call Krakow home and contribute to its distinct character.

Residents grow tired of the old stereotypes associated with Poland, rightfully claiming that the country is more than just pierogi, pottery and vodka. Poland is one of the fastest-growing economies in the European Union (EU), with record low unemployment and strong wage growth. As it celebrates 30 years since breaking the chains of communist rule, today's Poland reflects its embrace of democracy and the free market. | *Cont.* | ▼



Since its accession to NATO in 1999 and to the EU in 2004, Poland has achieved integration into European and Euro-Atlantic security, political and economic institutions and has become one of the closest U.S. allies in Europe. President Trump's second trip abroad was to Poland, a testimony to the importance of this bilateral relationship.

Consulate General Krakow represents U.S. interests in southern Poland and advances Department of State and Mission priorities in the six provinces under its jurisdiction. The consulate general focuses its efforts on promoting trade, building people-to-people relationships and processing around 40,000 nonimmigrant visas (NIV) annually. It is a relatively small operation, with only nine direct-hire Americans, but what the consulate general lacks in staffing, it makes up for in spirit. Many of the 60 or so local staff have been employed at the Mission for decades and their dedication and passion are evident in the work they do. A handful of the local staff even remembers when the consulate general first opened, in its previous location, 45 years ago.

People-to-people engagement lies at the heart of the consulate general's mission. American officers pride themselves on their ability to meet face-to-face with Poles from all professional sectors, political affiliations and demographic groups. The consulate's American Center attracts youth audiences who come for English conversation clubs, university students searching for library resources or school groups who come to learn about American culture from Foreign Service officers. Public diplomacy outreach spans the spectrum of initiatives and programming, from musical concerts featuring U.S. rock groups and hosting expert speakers to exchange programs and partnerships with higher education institutions in Krakow.

There is a solid foundation to build upon. In 2019, Mission Poland is celebrating the centennial of U.S.-Polish diplomatic relations and 60 years of the Fulbright program in Poland, a relationship that has grown closer throughout the past 30 years. | *Cont.* | ▼



Consulate General Krakow employees pose in front of the historical building of the consulate.  
*Photo by Bozena Pilat*



“The U.S.-Polish partnership continues to reach new levels,” said Consul General B. Bix Aliu. “We cooperate in nearly every field of human endeavor from security to entrepreneurship to education. And much of that activity takes place here in southern Poland.”

The economic and commercial bonds that exist between the United States and Poland are a key component of the strong bilateral relationship. American companies were among the first to invest in Poland in 1989 and have played an important role in Poland’s economic transformation since then.

With thousand-year-old castles and one of the largest medieval squares in Europe, Krakow’s old-world charms belie its world-class tech sector, fueling one of the fastest growing economies in Europe. Poland has seen uninterrupted economic growth since 1992 and is the GDP-growth leader (per capita) among all former Soviet-bloc countries. Much of that growth has been fueled by an investor-friendly environment that has drawn more than \$43 billion in U.S. foreign direct investments. Krakow, in particular, has attracted U.S. companies such as Motorola Inc., Cisco Systems Inc. and dozens more, with special economic zones, a potential hiring pool of more than 200,000 college students and the appeal of being in one of Europe’s most beautiful cities.

U.S. companies are continually drawn to Krakow’s advantageous central European location, well-developed transportation infrastructure that facilitates access to the rest of the EU and a highly skilled but comparatively low-cost labor force. So many companies have relocated to Krakow, that unemployment is now less than 2.8 percent. As a result, in a country that has seen significant emigration for many decades, Krakow is now seeing a significant surge in immigration, as thousands of foreigners move here to fill job vacancies.

Students have flocked to Krakow since at least 1364, when King Casimir the Great founded Jagiellonian University. The university is one of the oldest surviving universities in the world. Jagiellonian, as well as a dozen other universities in Krakow, is home to world-class research centers that have spawned more than 200 startups in the city and fuel Krakow’s growing innovation sector. | *Cont.* | ▼



Residents of Krakow board a tram, which may occasionally transform into a cafe.  
*Photo by Bozena Pilat*





View of the market square from the Mariacka Tower from which a bugle call is played by a Krakow Brigade firefighter every hour on the hour.

*Photo by Bozena Pilat*

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In 2018, Krakow startup Codewise, which creates AI-powered marketing software, was recognized as one of the fastest-growing companies in Europe by the Financial Times. With such a robust student community and many development hubs for major international firms, experts believe Krakow will be an innovation leader in Central Europe for years to come. | *Cont.* | ▼



The U.S.-Polish trade relationship has never been stronger as more affluent Poles continue to buy larger amounts of U.S. goods. Overall trade in goods hit a new record for the eighth consecutive year, rising 15 percent between 2017 and 2018 alone. U.S. exports in goods to Poland increased by 19 percent in 2018 and are now at record levels. Poland is the leading trade partner for the United States in East Central Europe. The consulate general advances closer economic ties through trade and investment promotion activities by building its relationship with the American Chamber of Commerce Krakow and through activities lead by the public affairs section in the realm of entrepreneurship and innovation.

From atop the 1,000-foot Kosciuszko Mound near central Krakow, you can see dozens of cranes, building offices and homes for Krakow's growing economy.

The mound, which was completed in 1820 to honor Polish military hero Tadeusz Kosciuszko, perhaps best symbolizes the enduring security cooperation between Poland and the United States. Kosciuszko fought for U.S. independence alongside George Washington in the U.S. Revolutionary War before returning to Poland to fight for his country's independence. Today, thousands of U.S. troops are serving in Poland to defend NATO's eastern flank and counter Russian aggression. Krakow is home to Poland's Special Forces Command, which coordinates with the U.S. and other NATO Special Forces to maximize interoperability and readiness.

An already steadfast U.S.-Polish military alliance was expanded in 2017 with the arrival of the 4,000-strong, U.S. Armored Brigade Combat Team in Poland. The influx of American troops effectively created a "little America" in the Polish-German border city of Zagan. The intent of this back-to-back rotational deployment is to enhance regional security by reinforcing the European Allies' eastern flank. American and Polish units conduct multinational training and security cooperation activities in Poland and across the region, improving interoperability, building trust and contributing to regional stability. | *Cont.* | ▼



U.S. Army Sgt. Ewelina Pikor, a native of Poland, greets a Polish soldier at an event during which American troops of the 2nd Cavalry Regiment on their way from Germany to the Baltic countries met residents of Tarnow, June 2016. *Photo by Bozena Pilat*





Musician and Fulbrighter Stan Breckenridge rides in the center of a vintage car while participating in the Krakow annual New Orleans Sunday, July 3, 2016. The New Orleans Sunday showcases and celebrates the annual Piwnica Pod Baranami Summer Jazz Festival.

*Photo by Bozena Pilat*

Kazimierz, the historic Jewish district of Krakow, was the center of Jewish life for more than 500 years, and before World War II, the city was home to 70,000 Jews. Having the largest Jewish population in Europe made Poland a prime target for Nazi actions against European Jews. Hitler's regime built its deadliest concentration camps here. The UNESCO World Heritage-listed Auschwitz-Birkenau Memorial and Museum, located about 40 miles from Krakow, is a former Nazi concentration camp where more than a million European Jews, Poles and other prisoners were killed. Today the museum draws millions of visitors from all over the world, to pay tribute to those who perished during the Holocaust and remind visitors of humanity's greatest tragedy. The consulate routinely brings congressional delegations and other U.S. government officials to Auschwitz-Birkenau, including Vice President Mike Pence this past February. | *Cont.* | ▼

Traditional polish smoked cheese and jam at an outdoor market in Krakow.

*Photo by Curioso*





While today only 2,000 Jews live in Krakow, the community is active and growing. After Poland broke free from communism, Jewish life in Poland experienced a revival. Numerous synagogues and cemeteries have been renovated, and new institutions have been established with the goal of promoting Jewish culture and educating new generations about the Holocaust. Each summer, Krakow hosts the Jewish Culture Festival, the largest event of its kind in Europe. It celebrates contemporary Jewish culture, filling Kazimierz's streets and numerous cafes with music, while educating visitors about Krakow's rich pre-war Jewish heritage. The consulate general supports U.S. artists who participate in the festival and cooperates with organizations that promote dialogue, education and tolerance surrounding the Holocaust and Poland's centuries-long Jewish heritage. | *Cont.* | ▼

During the traditional Stolarska Street Festival, June 2016, the three consulates located at Stolarska Street—United States, France and Germany—showcase culture, art and music from each country. Pictured, members of the Krakow Kings, a local football team demonstrating American touch football during the festival. *Photo by Bozena Pilat*







Residents walk down one of Market Square's historic streets. *Photo by Seqoya*

Krakow is Poland's most popular tourist destination and is increasingly popular with U.S. citizen travelers. This city, carved out along the Vistula River during the Middle Ages, hosts a trove of attractions and historical points of interests. The elegant Renaissance-era Sukiennice, also known as the Krakow Cloth Hall, can be found in the medieval market square of Stare Miasto, or Old Town. The main square is lined with restaurants and cafes and serves as a starting point for popular horse-drawn carriage tours. The influx of tourists and the growing presence of American businesses in Krakow keep the consular section's American Citizen Services unit busy. However, the greater demand for consular services comes from Poles applying for NIVs to visit the U.S. The NIV unit sees approximately 300 applicants per day, with increasing demand every year.

It is easy to see why tourism is on the rise in Krakow. Visitors flock here to step back in time and marvel at the ancient buildings and castles in a city steeped in history. However, Krakow's residents prefer that visitors move beyond antiquated stereotypes. Today's Poland is teeming with growth, innovation and modern culture. And while pierogis will always have a place in the historic city, its selection as 2019's Gastronomic Capital will enrich not only Krakow's culinary profile, but its reputation as one of Europe's most transformed cities.

■ *Amy Steinmann is a public affairs officer at Consulate General Krakow.*



Ambassador Georgette Mosbacher and Consul General Bix Aliu taste popular Krakow pretzels in the market square, October 2018.  
*Photo by Paulina Chorążewska*



At a Glance Poland



**Capital:**  
Warsaw

**Government Type:**  
parliamentary republic

**Area:**  
312,685 sq km

**Population:**  
38,420,687 (July 2018 est.)

**Religions:**  
Catholic 87.2% (includes Roman Catholic 86.9% and Greek Catholic, Armenian Catholic, and Byzantine-Slavic Catholic .3%), Orthodox 1.3% (almost all are Polish Autocephalous Orthodox), Protestant 0.4% (mainly Augsburg Evangelical and Pentacostal), other 0.4% (includes Jehovah's Witness, Buddhist, Hare Krishna, Gaudiya Vaishnavism, Muslim, Jewish, Mormon), unspecified 10.8% (2012 est.)

**Ethnic groups:**  
Polish 96.9%, Silesian 1.1%, German 0.2%, Ukrainian 0.1%, other and unspecified 1.7% (2011 est.)

**note:** represents ethnicity declared first

**Languages:**  
Polish (official) 98.2%, Silesian 1.4%, other 1.1%, unspecified 1.3% (2011 est.)

**note:** data represents the language spoken at home; shares sum to more than 100% because some respondents gave more than one answer on the census; Poland ratified the European Charter for Regional or Minority Languages in 2009 recognizing Kashub as a regional language, Czech, Hebrew, Yiddish, Belarusian, Lithuanian, German, Armenian, Russian, Slovak, and Ukrainian as national minority languages, and Karaim, Lemko, Romani (Polska Roma and Bergitka Roma), and Tatar as ethnic minority languages

**Exports (commodities):**  
machinery and transport equipment 37.8%, intermediate manufactured goods 23.7%, miscellaneous manufactured goods 17.1%, food and live animals 7.6% (2012 est.)

**Export partners:**  
Germany 27.4%, Czech Republic 6.4%, UK 6.4%, France 5.6%, Italy 4.9%, Netherlands 4.4% (2017)

**Imports (commodities):**  
machinery and transport equipment 38%, intermediate manufactured goods 21%, chemicals 15%, minerals, fuels, lubricants, and related materials 9% (2011 est.)



Map produced by the Office of the Geographer and Global Issues

**Import partners:**  
Germany 27.9%, China 8%, Russia 6.4%, Netherlands 6%, Italy 5.3%, France 4.2%, Czech Republic 4% (2017)

**Currency:**  
Polish złoty

**Internet country code:** .pl



# Security Investment

East Africa's first Countering Violent Extremism Center becomes regional hub

By Tau Shanklin Roberts, Ian Arzeni and Razia Kimani

**T**he U.S. National Strategy for Counterterrorism requires the U.S. to broaden its range of partners to combat violent extremism, encourage capable partners to play a larger role in counterterrorism and assist other partners so that they can eventually address terrorist threats independently.

In East Africa, where the threat of violent extremism has grown steadily, the U.S. has carried out this mission by building the Intergovernmental Authority for Development's (IGAD's) Center of Excellence for Preventing and Countering Violent Extremism (the Center). The Center is located in Djibouti and is a regional hub for preventing and countering violent extremism (P/CVE). The first of its kind on the African continent, the Center brings together government, academic, civil society, business and religious leaders to share best practices and promote partnerships. | *Cont.* | ▼



**From left:** Jamal Mohamed Hassan, Federal Republic of Somalia minister of planning; Ambassador Monica Juma, Kenya minister of foreign affairs; Mahmoud Ali Youssouf, Djibouti minister of foreign affairs; Ambassador Donald Y. Yamamoto, former assistant secretary of the Bureau of African Affairs; Ali Hassan Bahdon, Djibouti minister of defense; Eng. Mahboub Madlim, IGAD executive secretary; Ambassador Sati Altinok, former Turkey ambassador to Djibouti; and Ambassador Kamil Abdallah Gazaz, Palestine ambassador and dean of ambassadors at the official inauguration of the Center in Djibouti, April 25, 2018.

*Photo by Migane Meigag*



The Center's founding Director Simon Nyambura believes that defeating the network of violent extremists requires a network approach, and he envisions the Center creating and strengthening such a network. Since 2015, the Center has operated as a platform for IGAD and its member states—Djibouti, Ethiopia, Kenya, Somalia, South Sudan, Sudan and Uganda—plus Tanzania, to conduct P/CVE-related training, dialogue and research. The Center boasts staff from five of the seven IGAD member states.

When IGAD, its member states and the international community recognized that East Africa would benefit from a regional platform to institutionalize P/CVE efforts, the Department of State was among the first to support the development of the Center. In 2015, the Bureau of African Affairs (AF) funded CVE workshops for IGAD member states and civil society partners. These workshops contributed to the establishment of the Center later that year. Since 2016, the Bureau of Conflict and Stabilization Operations (CSO) has provided direct technical assistance through personnel embedded at Embassy Djibouti and the Center as part of its CVE East Africa Regional Support Team.

The Department's support has evolved to focus on longer-term programming. In May 2018, the Center held a CSO-funded workshop for East Africa CVE researchers who received sub-grants to conduct research in their countries. Approximately 95 percent of participants rated the overall delivery of the workshop as excellent, which provided evidence of the Center's growing proficiency in establishing beneficial networking and activities. | *Cont.* | ▼



**From left:** Ambassador Donald Y. Yamamoto, former assistant secretary in the Bureau of African Affairs, holds an IGAD flag up to the wall of the new Center of Excellence with Mahmoud Ali Youssouf, Djibouti minister of foreign affairs and Jamal Mohamed Hassan, Federal Republic of Somalia minister of planning, April 25, 2018.

*Photo by Migane Meigag*



Attendees of the "Amplifying the Voices of Young African Leaders" workshop, November 2018, included U.S. Embassy Djibouti representatives, YALI alumni participants from the IGAD region and staff from the Center.

*Photo by Migane Meigag*



The Center plans to reconvene the workshop participants to discuss their findings and publish their research in a book later this year. In November 2018, the Center trained a group of Young African Leadership Initiative (YALI) alumni from IGAD countries on how to develop their own innovative campaigns to challenge violent extremist ideology and promote peace. In 2019, AF and Global Engagement Center funds will support training civil society practitioners who work with local populations that are vulnerable to al-Shabaab and ISIS radicalization and recruitment.



**From left:** Patrick Wilson, USAID deputy mission director, East Africa; Kevin Mullally, USAID representative; Ambassador to Djibouti Larry André; Donald Keene, USAID regional legal advisor; MohamedKer Abdullahi, IGAD senior project accountant; Dr. Abdi Jama, IGAD senior policy advisor; Mahboub Maalim, IGAD secretary; Simon Nyambura, IGAD CVE Center head at the signing of USAID's grant to the Center, November 2018. *Photo courtesy of the Center*

USAID/Kenya and East Africa finalized a grant to the Center in November 2018, which will help to develop networks of youth and civil society organizations, enhance cooperation between state and non-state actors, develop a network of local P/CVE researchers and support a research symposium. The grant will also help in developing alternative narratives to challenge violent extremist ideology and support the finalization and validation of the Djibouti National P/CVE Strategy. National P/CVE strategies are increasingly becoming important frameworks that bring together national stakeholders to agree on the threat of violent extremist and specific solutions to it.

Support from the Department and USAID enables the Center to deliver on the objectives of the IGAD Regional P/CVE Strategy which includes five pillars: strengthening regional P/CVE capacity, sharing research and knowledge, empowering at-risk communities, enhancing the rule of law and criminal justice systems, and promoting P/CVE diplomacy. | *Cont.* | ▼



Throughout 2018, the Center held civil society consultations and elected advisory steering committee members.

The Center's incorporation as a specialized institution within IGAD provides it access and influence with governments that traditional civil society organizations lack. Equally important, civil society actors perceive the Center as a credible P/CVE actor. These relationships allow the Center to bridge the divide between the state and civil society and enhance cooperation. This is particularly important since research shows that the public usually sees the signs of radicalization and recruitment, long before security does. The

Department's and USAID's initial investments in the Center has mobilized other international support. In 2018, the Center garnered more than \$2.8 million in European funding over the next four years. The Austrian Development Agency has committed \$1.2 million over the next four years. Other European donors include Denmark, \$1.2 million over the next three years; Italy, \$300,000 for one year; and the Netherlands and Sweden, \$100,000 for one year. Turkey contributed to the Center's infrastructure and France transferred an expert to the Center for two years. IGAD member states' contributions to the Center currently amount to \$500,000. The Austrian Development Agency supported a five-year plan to coordinate and rationalize the Center's support. The Center's activities for the next four years will complement and promote U.S. government efforts.

Ensuring that the Center becomes sustainable requires consistent coordination. The Department and USAID hold a bi-weekly, all-hands call with both Washington, D.C., and those in the field. This collaboration avoids duplication, leverages ongoing efforts and shares the necessary support the Center requires.

During the Center's 2017 YALI alumni training, one participant remarked, "The beauty about this particular training is you have people with a diversity of talents ... filmmakers, content creators and media personalities. These are the people that I rarely meet within my circles. For me, it's more analytical, more intellectual or policy like. ... So when [I] bring my intellectual tools and analysis and they come in with their tools and equipment, [we can] marshal all these resources together to address that one common challenge."

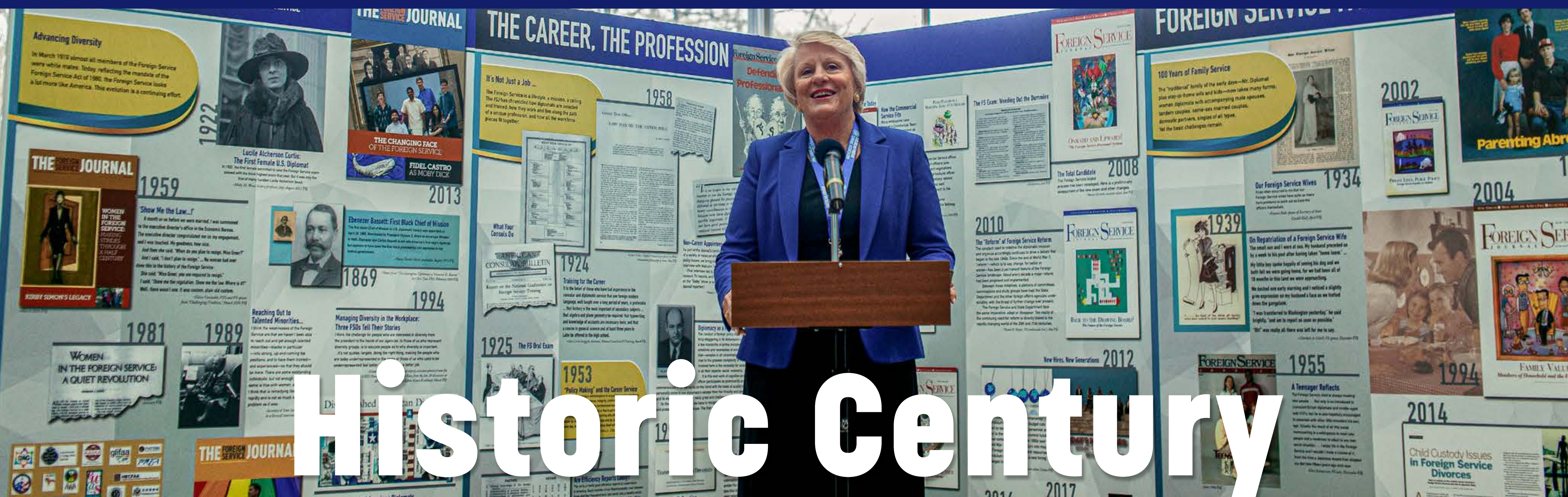
■ *Tau Shanklin Roberts and Ian Arzeni are stabilization advisors in the Bureau of Conflict and Stabilization Operations. Razia Kimani is a conflict mitigation and countering violent extremism specialist at USAID/Kenya and East Africa.*



**From Left:** Dr. Simon Nambura and the Center's Director and the Mayor of Djibouti City Fatouma Awaleh Osman shake hands after a discussion about Djibouti's induction to the Strong Cities Network, February 2019.

*Photo courtesy of Djibouti's mayor's office*





## U.S. Diplomacy Center recognizes FSJ milestone

By Donna Scaramastra Gorman

**T**he Foreign Service Journal (FSJ or Journal)—published by the American Foreign Service Association (AFSA)—celebrated its 100th birthday, March 20, with an event that launched the centennial exhibit on display in the U.S. Diplomacy Center through May 13, “Defining Diplomacy for 100 Years.”

More than 130 guests attended the opening, including previous FSJ editors Steve Honley, Steve Dujack and Ann Luppi von Mehren; past AFSA presidents; current and past AFSA governing board members; current and past editorial board members, including current Chair Alexis Ludwig and previous chairs Judy Baroody, retired Ambassador Ed Marks, retired Ambassador Tony Quanton, Jim DeHart and Beth Payne; and more than a dozen retired ambassadors who have written for The Foreign Service Journal.

The exhibit featured images and excerpts from the pages of the Journal. One set of panels had striking images of FSJ covers from 1919 through 2019, with a timeline marking historic cultural and political events of each era. | *Cont.* | ▼

Ambassador Barbara Stephenson, AFSA’s president, gives remarks at the Foreign Service Journal centennial exhibit opening held in the U.S. Diplomacy Center.

Photo by Joaquin Sosa





**Clockwise from top:** An outer panel at the centennial exhibit in the U.S. Diplomacy Center shows a selection of Foreign Service Journal covers from 2001–2019; Diplomatic Security Agent Kala Bokelman holds a copy of her June 2018 Journal article about breaking up a child trafficking ring next to the cover of that issue showcased on the panel display; Ambassador Steven McFarland poses next to the October 2015 Journal cover featuring a photo of him in Afghanistan.  
*Photos by Joaquin Sosa*





Another set dove into the texture and rich history of American diplomacy and the U.S. Foreign Service (FS), with panels on the FS career, FS families, the embassy platform and diplomacy at the frontlines of history, as well as famous voices, unusual stories and advertisements from the Journal.

Attendees of the event saw letters to the Journal and articles from former U.S. presidents and other high-level officials, an article on famous FS spouse Julia Child and an interview with Margaret Mead. They were also able to see an FSJ cover image that caused a scandal in 1987 because a classified document was visible on the desk of then Under Secretary for Management Ronald Spiers.

In her opening remarks, AFSA President Ambassador Barbara Stephenson said she was “thrilled and honored to be able to share this bold presentation of diplomatic history as told by those who were—and still are—there on the ground around the globe, on the front lines, managing the United States’ relationships with the rest of the world.”

She thanked the U.S. Diplomacy Center for partnering with AFSA to mark the 100th birthday of the FSJ, saying that the partnership “serves both our missions to help bring understanding of diplomacy to the American public.”

“You may be surprised to learn that it all started with economic diplomacy,” said Stephenson, pointing to a graphic from the original March 1919 American Consular Bulletin, the precursor to the FSJ. “The original officers of the U.S. Foreign Service were all about helping American businesses.” With the rise of great power competition and the shift to a multipolar world where U.S. predominance is no longer a given, she said, the Journal helps make the case for a robust Foreign Service playing a convening role as a global leader.

Shawn Dorman, Journal editor-in-chief and a former Foreign Service officer, explained that today’s magazine has both editorial independence and strong support from AFSA. “It is a mirror for the Foreign Service, reflecting 100 years of diplomatic history,” she said. “And it is also a window for those outside our community to gain understanding of what diplomats do and why it matters.” | *Cont.* | ▼



Ambassador Barbara Stephenson, American Foreign Service Association president, greets AFSA editorial board member Fred Boll.

*Photo by Joaquin Sosa*





FSJ Editor Shawn Dorman asks attendees to access The Foreign Service Journal's new online archive on their phones.

*Photo by Joaquin Sosa*

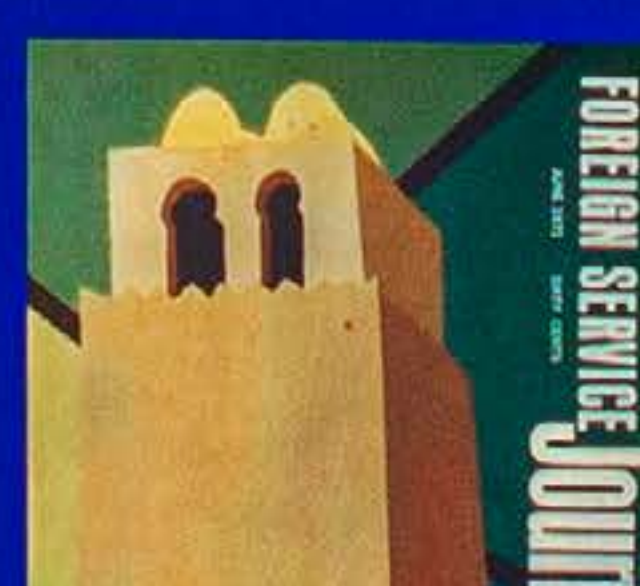
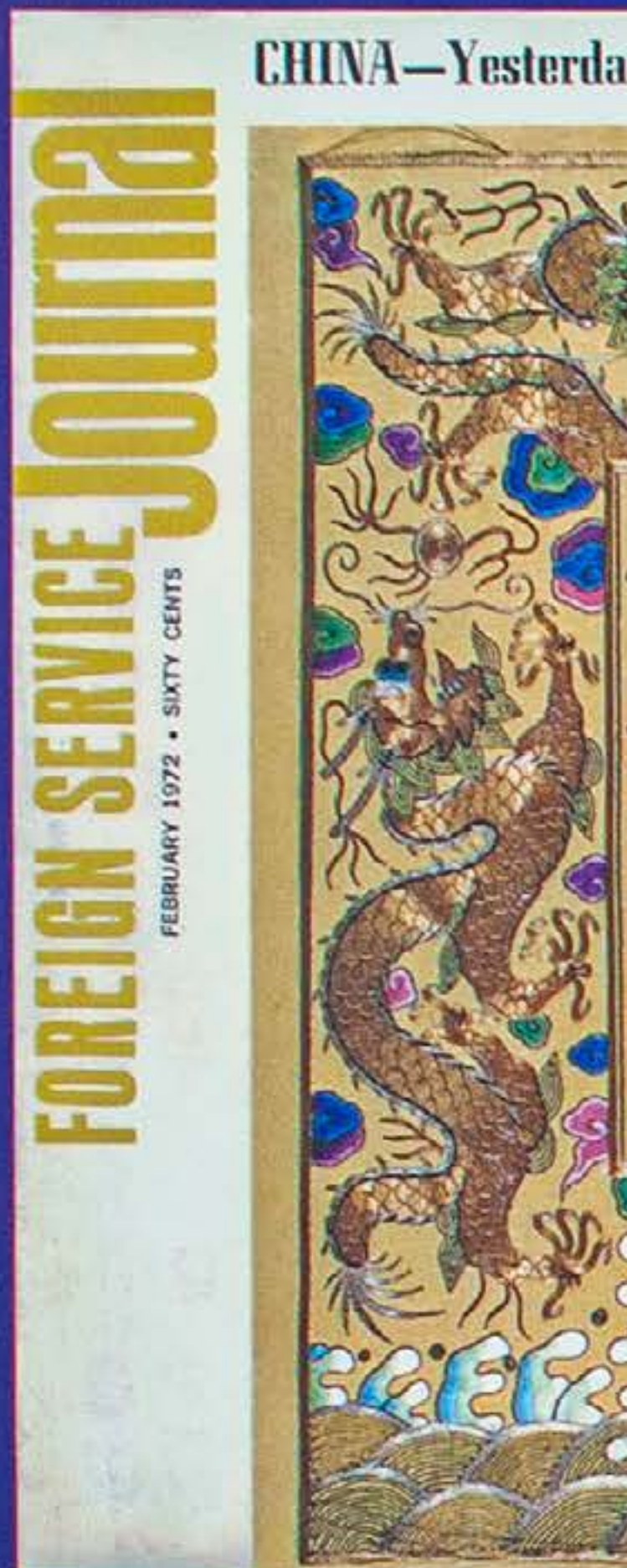
“Everything in the exhibit was pulled from the newly upgraded and optimized FSJ digital archive,” said Dorman.

During her speech, Dorman asked members of the assembled crowd to take out their phones, go to the browser and type in “FSJ archive.” The FSJ [digital archive](#) immediately popped up on many of their screens. She invited people to search their own names or look up any issue of the FSJ that piques their interest during their tour of the exhibit.

Thanks to AFSA’s FSJ archive digitization initiative, Dorman said, “the century of Journals is now a powerful tool for the Foreign Service community and for those seeking to learn more about diplomacy in practice.”

“I invite you to take the entire archive home with you!” she added, noting that AFSA is working to spread awareness and use of this valuable new resource.

■ *Donna Scaramastra Gorman is associate editor of The Foreign Service Journal.*







## **John P. Abizaid - U.S. Ambassador to the Kingdom of Saudi Arabia**

John P. Abizaid of Nevada is the new U.S. Ambassador to the Kingdom of Saudi Arabia. He is currently a private consultant for his own consulting company, JPA Partners LLC, as well as the senior advisor for the Secretary of Defense to the Ukrainian Minister of Defense. He retired from the United States Army in 2007 after a 34-year military career where he rose from infantry platoon leader to four-star general and became the longest-serving commander of the United States Central Command. In addition to his command position in the field, at the Pentagon he served as the Director of Strategic Plans and Policy on the Joint Staff and then Director of the Joint Staff from 2000–2003. Abizaid received a B.S. from the U.S. Military Academy and an M.A. from Harvard University.



## **Arthur B. Culvahouse Jr. - U.S. Ambassador to the Commonwealth of Australia**

Arthur B. Culvahouse Jr. of Tennessee is the new U.S. Ambassador to the Commonwealth of Australia. He is the former chair of O'Melveny & Myers LLP, an international law firm he was associated with for more than four decades. Culvahouse served as counsel to President Ronald Reagan from 1987–1989 and also served on the President's Foreign Intelligence Advisory Board, the Intelligence Oversight Board, the Nuclear Command and Control System Federal Advisory Committee and the U.S. Chamber of Commerce Commission on the Regulation of U.S. Capital Markets in the 21st Century. Culvahouse earned a B.S. from the University of Tennessee, Knoxville, and a J.D. from the New York University School of Law.



## **Daniel N. Rosenblum - U.S. Ambassador to the Republic of Uzbekistan**

Daniel N. Rosenblum of Maryland is the new U.S. Ambassador to the Republic of Uzbekistan. He is currently the deputy assistant secretary for the Bureau of South and Central Asian Affairs. Until October 2017, Rosenblum was responsible for managing U.S. policy and diplomatic relations with the five Central Asian states. From 2008–2014, he was the coordinator of U.S. assistance to Europe, Eurasia and Central Asia. From 1997–2008, he held a variety of other positions in the assistance coordinator's office, including deputy coordinator, director of Eurasia Division and special advisor for Economic Programs. Prior to joining the Department, he spent six years as a senior program coordinator at the Free Trade Union Institute and worked as a legislative assistant to Sen. Carl Levin. Rosenblum earned a B.A. from Yale University and an M.A. from the Johns Hopkins School of Advanced International Studies.



## **Robert K. Scott - U.S. Ambassador to the Republic of Malawi**

Robert K. Scott (SFS) is the new U.S. Ambassador to the Republic of Malawi. He is currently the acting deputy assistant secretary for the Bureau of African Affairs covering West African Affairs and Economic and Regional Affairs. Previously, he served as the director for Economic and Regional Affairs in the Africa Bureau, the deputy chief of mission in Zimbabwe and Tanzania, and the deputy office director for West African Affairs. Joining the Foreign Service in 1994, Scott's tours have included Ukraine, Germany, France and Ghana along with other domestic assignments. He received a B.A. from Lawrence University and an M.S. from American University.



## Fostering relationships mentor to mentee



The Council for Career Enhancement and Professionalization (CCEP), one of 14 employee affinity groups at the Department of State, hosted a speed mentoring event, April 17, where four Department leaders gathered to offer their years of experience and advice to approximately 30 participants. The mentors rotated every 12 minutes to speak to different, small groups of mentees located around the room. They offered great tips on how to navigate a career in the federal government, as well as best practices on how to achieve work-life balance. Through this event, mentees were able to interact with senior leaders in an environment that allowed them to ask questions and receive tailored advice. To learn more, contact CCEP. Watch a video from the event [online](#). ▣

*Photo by State Magazine*



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**RETIREMENTS**

**ETHICS ANSWERS**



## Poets share excerpts, act as cultural emissaries



In honor of National Poetry Month, the Ralph J. Bunche Library in partnership with the Bureau of Educational and Cultural Affairs, featured four women writers as part of their Speaker Series, April 22. Moderated by Anya Creightney from the Library of Congress' Poetry and Literature Center, the event featured authors Irene P. Mathieu, Jessica Mehta and Nina Murray who shared excerpts from their published works and spoke about their experiences being poets as cultural emissaries. ■

*Photo by Amanda J. Richard*



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**RETIREMENTS**

**ETHICS ANSWERS**



## DriveCam Workshop reduces risk and saves lives

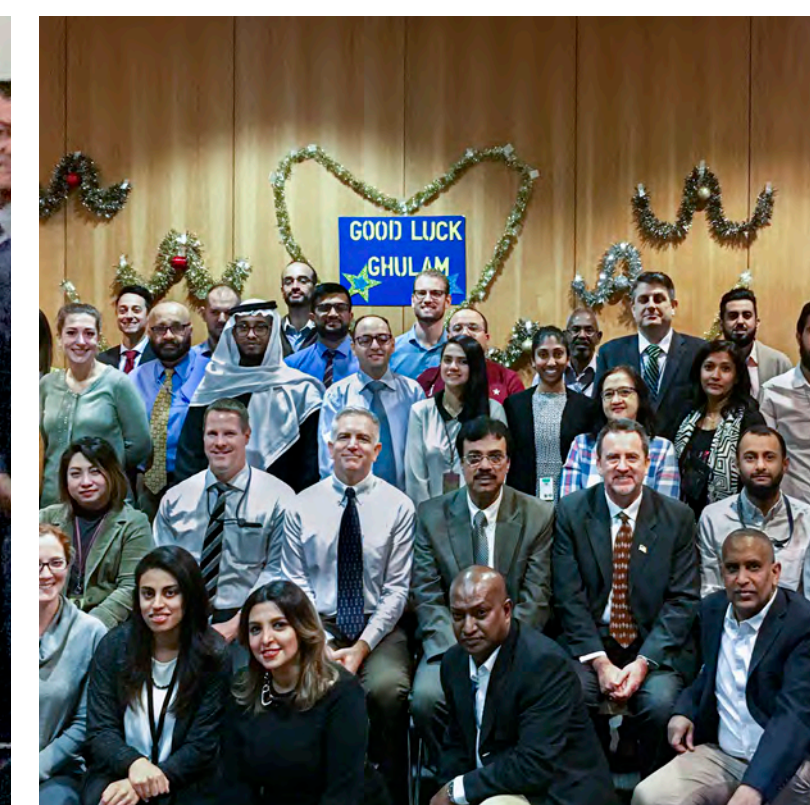


The Office of Safety, Health and Environmental Management in the Bureau of Overseas Buildings Operations (OBO) coordinated a workshop for posts who participate in the Department of State's event data recorder program. Vehicle event data recorders are installed in motor vehicles at 25 embassies located in the riskiest driving environments around the world. This initiative has resulted in a greater than 90 percent reduction in driving risk at the participating posts and a 70 percent reduction in motor vehicle fatalities. During the workshop, OBO's Director Tad Davis presented the Franklin award to representatives from 13 posts, in recognition of their superior performance in the program and their contribution to this life-saving mission. ■

*Photo by Aeby Joseph*



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**RETIREMENTS**

**ETHICS ANSWERS**



## Visa specialist retires after 42 years of service

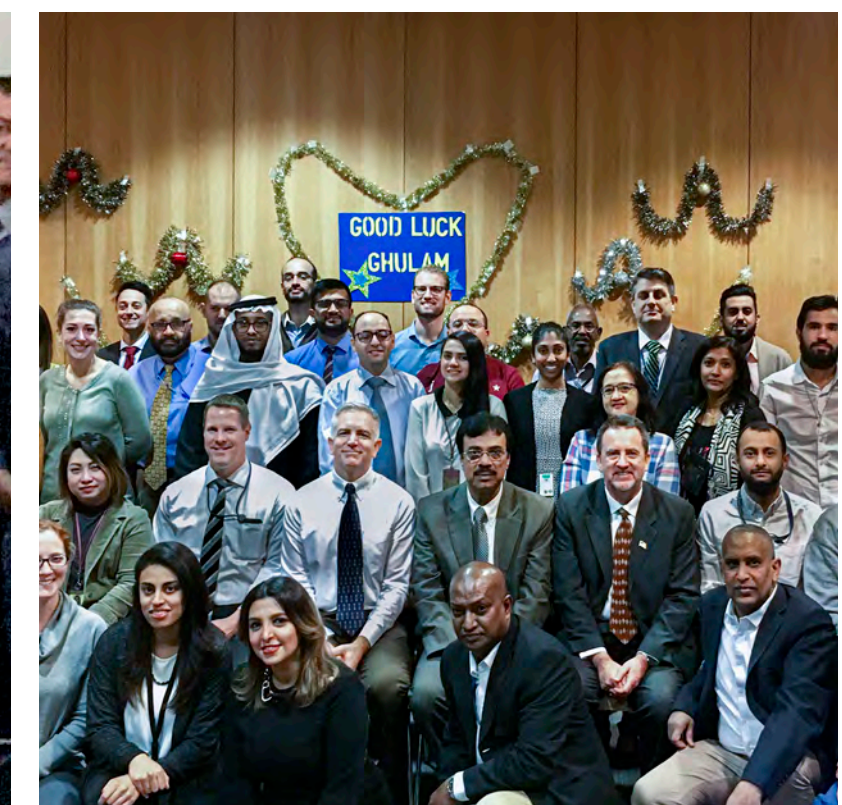


Ghulam R. Khan, a locally employed staff member who served as a supervisory immigrant visa specialist at the U.S. Embassy Riyadh in Saudi Arabia, retired, Feb. 14, after 42 years of government service. In his passport and visa work, Khan directly influenced more than one million applicants and their family members, and he worked with six different Foreign Service officers who went on to be nominated as ambassadors. Khan helped lead a Riyadh consular team that included staff representing 17 nationalities. Khan is pictured in the second row from the front, fourth from right. ■

*Photo by Asad Abdulkarim*



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**RETIREMENTS**

**ETHICS ANSWERS**



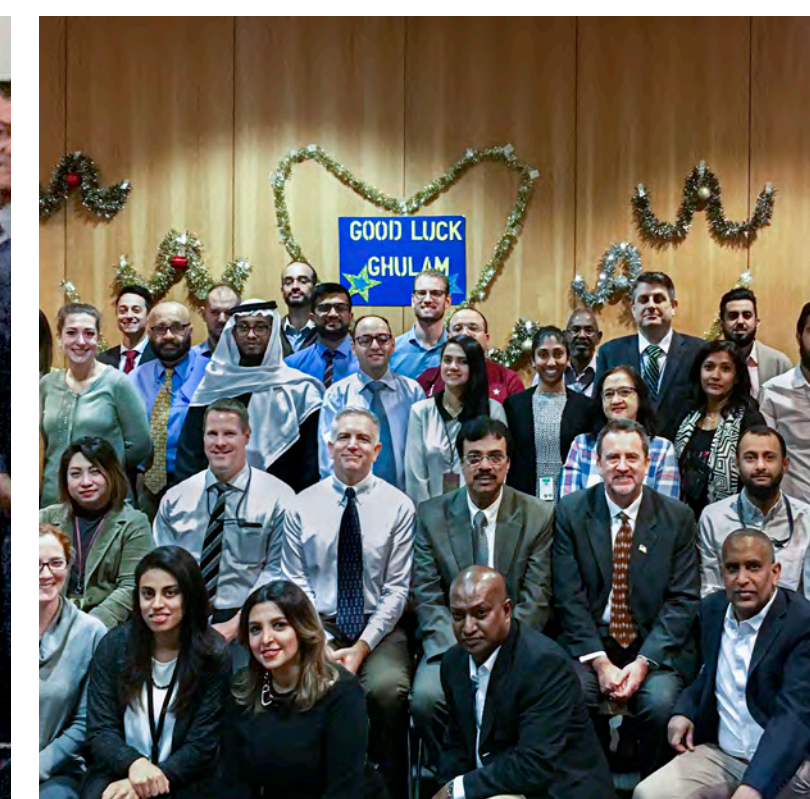
## Human Resources Bureau Award celebration



Director General of the Foreign Service and Director of Human Resources Carol Z. Perez celebrated with award winners at the Bureau of Human Resources (HR) awards ceremony, April 9. Perez opened the ceremony with remarks recognizing the vital work HR employees do to support the Department of State's mission. Among the accomplishments highlighted during the ceremony were employee efforts to strengthen the Department's language policy by improving the language waiver process and Language Incentive Pay, and their efforts to develop new methods that accurately capture and record historical leadership data. Perez handed out the awards and expressed gratitude to everyone for their tremendous accomplishments. ■ *State Department photo*



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**RETIREMENTS**

**ETHICS ANSWERS**



## Department of State Veteran Employment Information Fair

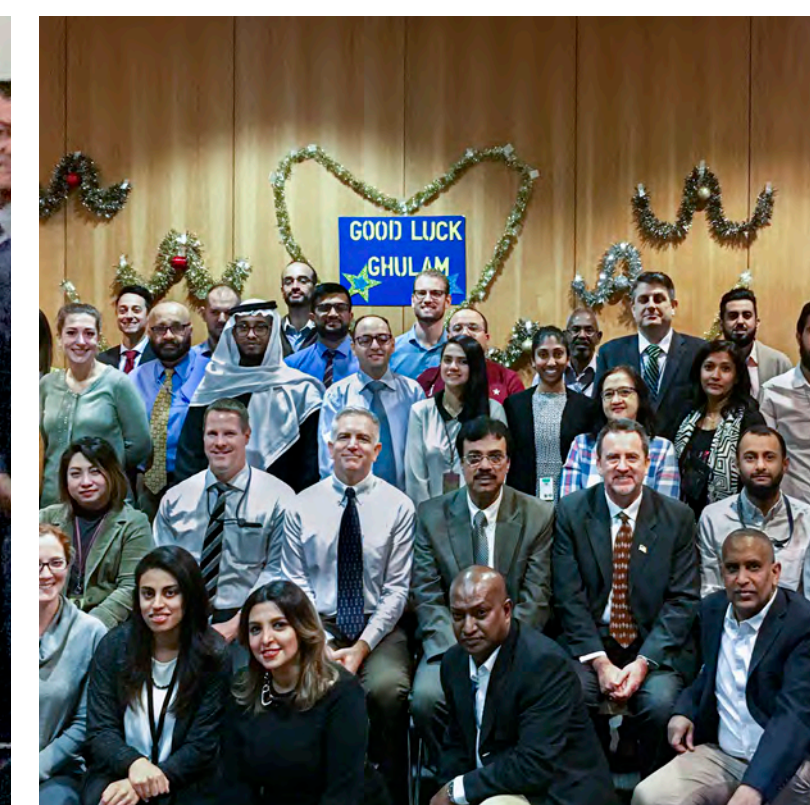


The second annual Veteran Employee Information Fair, April 16, was sponsored by the Bureau of Human Resources' Office of Civil Service Human Resource Management (CSHRM). The event provided information about leave and retirement, services and programs at the Department that can assist military veterans with career development opportunities. Representatives included individuals from the Bureau of Human Resources' Office of Accessibility and Accommodations, Employee Relations, Retirement, Recruitment and CSHRM. ■

*Photo by Luis A. Jimenez Jr.*



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**RETIREMENTS**

**ETHICS ANSWERS**



## Yo-Yo Ma plays at U.S.-Mexico border



World-renowned cellist Yo-Yo Ma played at the U.S.-Mexico border as part of his Bach Project, which features community-oriented “Days of Action” showing how culture connects us. Ma chose the sister cities of Laredo, Texas, and Nuevo Laredo, Tamaulipas, for the day of arts activities, civic conversations and special performances for his border stop. As part of the program, Consul General Kathryn Flachsbart of the U.S. Consulate General in Nuevo Laredo organized a conversation with local youth about culture shaping their future. Afterward, Ma led the local youth orchestra through a spirited lesson on audience engagement. He and the students also performed “The Visitor,” a march written for the occasion by Nuevo Laredo composer Enrique Medina. ■ *Photo by Ana Serrano*



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**RETIREMENTS**

**ETHICS ANSWERS**



## Ethics Answers

### Question:

May post promise to thank Fourth of July donors for their donations by inviting them to the embassy for a networking event with embassy personnel and selected host-country business and government leaders?

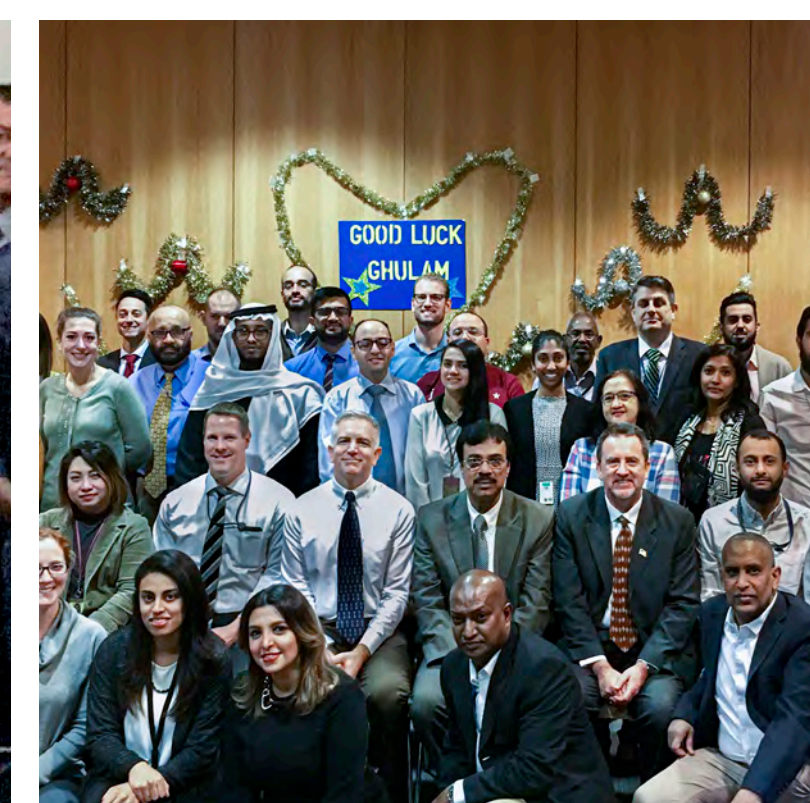
### Answer:

No. Promising to invite donors to a networking event at the embassy with host-country business and government leaders is impermissible. The Department of State's Foreign Affairs Manual (FAM) prohibits employees from implying that a donor will receive any advantage or preference from the U.S. government as a result of the donation, including a commitment to invite the donor to official functions, or an assurance that the donor will have preferential access to official facilities. Instead, the FAM dictates that the recognition of donors should be limited to a tasteful listing of names of donors, perhaps displayed on a modest-sized placard near the entrance of the reception areas, in the program or both. If the Chief of Mission believes that it can be tastefully done, he or she may authorize the display of brand name logos or the like on serving tables, uniforms or in similar places, so long as equal opportunity is given to all entities donating. In addition, donors may not be recognized on invitations and any promotional giveaways should be strictly limited to items of nominal value (e.g., balloons, individual beverage containers). Other forms of promotional activity—such as product showcases, donor promotional displays or sale of such items—are generally not appropriate.

*Ethics Answers presents hypothetical ethical scenarios Department employees might face. For help with real ethics questions, email [ethicsattorneymailbox@state.gov](mailto:ethicsattorneymailbox@state.gov).*



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RETIREMENTS

ETHICS ANSWERS



## Retirements

### Civil Service

Allen, Tonja D.  
Goldbeck, Michelle C.  
Gong, Wai L.  
Gotoh, Yoshiaki  
Grady, Earl S.  
Hufford, Thomas F.  
Iovine, Micaela S.  
Keenan, Jacqueline U.

Kizer, Teresa R.  
Macdonald, Robert T.  
Marvin, Diana S.  
Mcfadyen, Linda P.  
Pearson Jr., Otis J.  
Posey, Deborah L.  
Rowcliffe, Charles A.  
Shamim, Syed S.

Shoemaker, Marlene J.  
Thompson, Maria J.  
Thompson, Wanda V.  
Walters, Scott A.  
Webb, Roderick L.  
Whitlow, Ernest D.

### Foreign Service

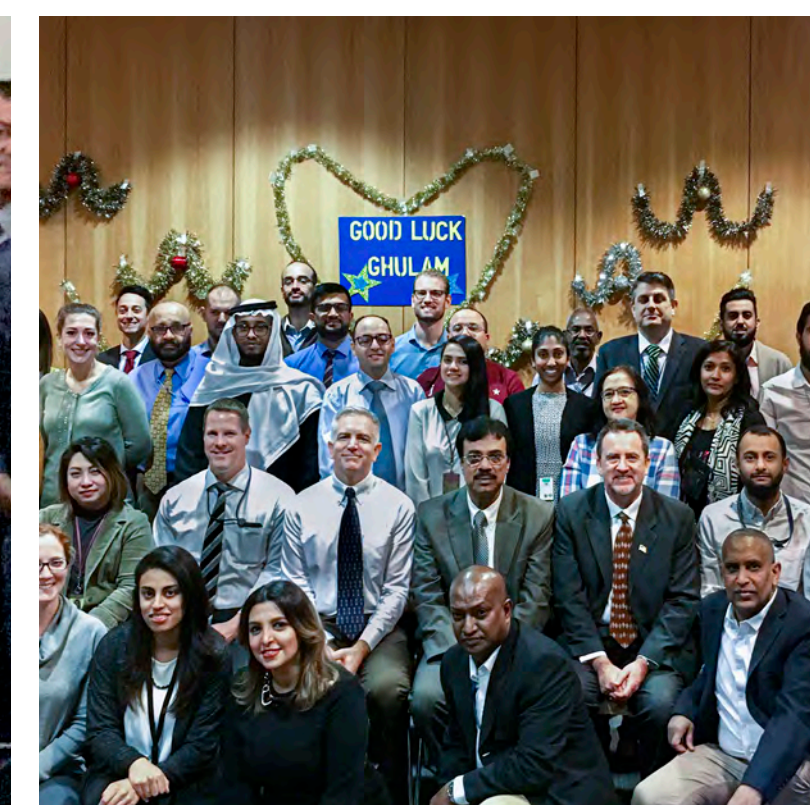
Adams III, John C.  
Adams, Russell L.  
Alonso, Francisco J.  
Arbuckle, Robert H.  
Babb, Joseph R.  
Babroski, Elizabeth F.  
Baily, Jess L.  
Barboriak, Eric M.  
Bent, Edward A.  
Blodgett, Edward M.  
Bowden, Barbara A.  
Bowen III, Richard T.  
Campbell, Piper A.  
Christensen, Karen L.  
Corbin-Taylor, Antoinette  
De Silva, Christine D.  
Dockery, Rebecca  
Dwyer, Maeve S.

Finston, Matthew A.  
Forsyth, Timothy L.  
Furuta-Toy, Julie A.  
Ganser, Peter J.  
Garramone, Gregory G.  
Gersten, Bridget F.  
Grambley, Michael J.  
Granatino, Ann F.  
Gray, Warren M.  
Hamilton, Lee E.  
Haskell, Jennifer C.  
Heinzer, Clifford D.  
Hussar, Paul J.  
Kotis, Samuel D.  
Long, Maryjo A.  
McKinley, Peter M.  
Meier, Duke-Joel M.  
Mummaw, Karen E.

Murphy, Michael A.  
Nelson, Richard W.  
Noronha, Jennifer W.  
Palugyai, Pedro V.  
Papp III, Nicholas  
Peterson, Jon C.  
Pforzheimer, Ann E.  
Pierce, Mary S.  
Roberts, Linda S.  
Schandlbauer, Alfred  
Silliman, Douglas A.  
Tulley, Michael S.  
Valdez, Eric A.  
Waddle, James G.  
Winchester, Robert F.  
Young, Michael J.



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**RETIREMENTS**

**ETHICS ANSWERS**



MEET STATE'S  
**MOST**  
MEDIocre  
OFFICER  
L. JESS  
FONITIN



JESS DEMONSTRATED  
A MODERATE LEVEL OF  
COMPETENCE IN THE  
LOCAL LANGUAGE.

ICKY ICKY,  
SHAMALAMA  
DING DONG!

WHY DOES  
HE DEMAND  
MY LEMUR?



JESS MADE A ROBUSTLY  
ADEQUATE CONTRIBUTION  
TO THE INTERNATIONAL  
AIR GUITAR FREEDOM REPORT.

ARE YOU  
AIR GUITARING  
THE CLEARANCE PAGE?



WHILE HIS ENTRY IN THE  
EMBASSY CHILI COOKOFF  
WAS NOT A FINALIST, IT  
OFFENDED NOBODY.

IT'S NOT  
TOO SALTY...

THAT IS  
TRUE...



HIS WORK FOR A VISITING  
DELEGATION OF CONGRESSIONAL  
STAFFERS WAS HAILED AS  
"JUST FINE."

HERE'S YOUR  
PER DIEM.

OKAY,  
THANKS.

THAT'S  
JUST  
FINE.



JESS BRINGS TO ALL HIS  
DIPLOMATIC WORK THE  
OPERATIONAL EFFECTIVENESS  
OF ONE FULLY FUNCTIONING  
KIDNEY.

HEY. IT'S  
ALL YOU  
REALLY  
NEED!





# In Memoriam

Bloch

Boluda

Perkinson

Harshbarger

Lehman

Lincoln

Lindsey

Murchie

Sinnicki

Thompson

Towles

Van Order

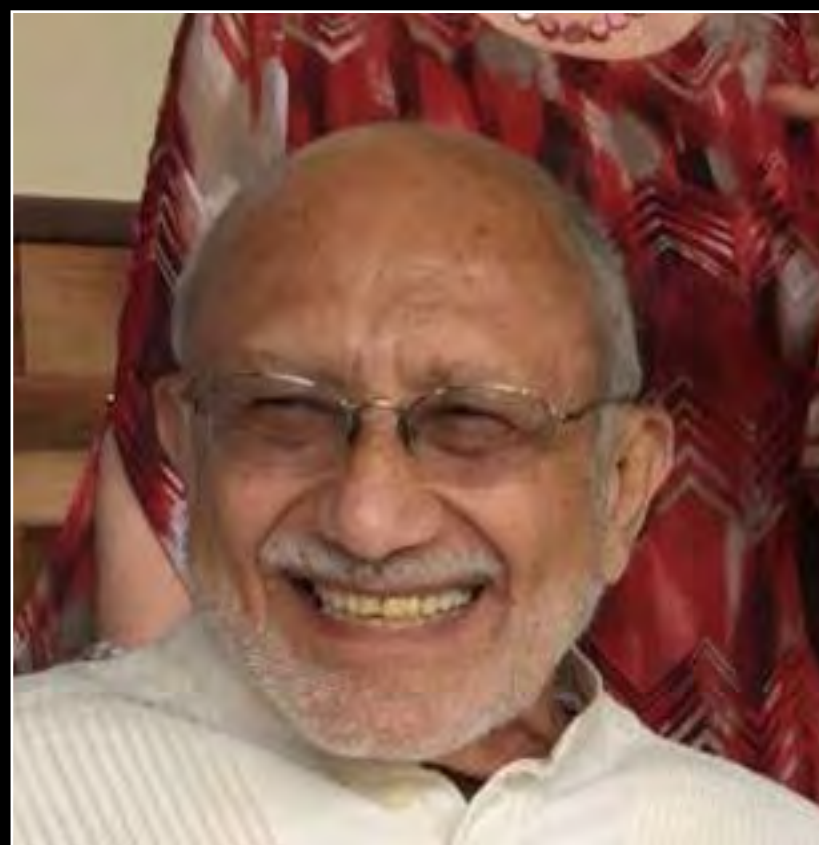
*Questions concerning employee deaths should be directed to the Office of Casualty Assistance at (202) 736-4302.  
Inquiries concerning deaths of retired employees should be directed to the Office of Retirement at (202) 261-8960.  
For specific questions on submitting an obituary, please contact Amanda Richard at [Richardaj@state.gov](mailto:Richardaj@state.gov).*





# In Memoriam

## David Bloch



David Bloch, 80, died April 14, in Washington, D.C. Bloch served in the U.S. Army and the Peace Corps prior to joining the Department of State in 1968. As a political and consular officer, Bloch served in Guatemala, Turkey, Afghanistan, Sicily and Brazil. He retired from the Foreign Service in 1993 but maintained a working association with the Department until 2014. Bloch enjoyed traveling, reading and cultural pursuits. He is survived by his wife of 52 years, Barbara; and a sister, Benita.





# In Memoriam

## Gladys Boluda



Gladys Boluda, 59, died April 25, in Annapolis, Md. In 1962, when she was two years old, Boluda immigrated with her family to the United States from Cuba. She later attended the University of Maryland, and in 1980 began working for the Department of State as a clerk typist. Boluda became a Foreign Affairs officer in 1988 and served at the Department for more than 39 years, 25 of which she spent in the Bureau of European and Eurasian Affairs. Most recently she served as assistant chief of protocol for diplomatic affairs in the Office of the Chief of Protocol. Boluda is predeceased by her father Miguel. She is survived by her mother, Gladys; her husband, Michael; and a daughter, Alexandra.





# In Memoriam

## Richard Cutler Perkinson



Richard “Dick” Cutler Perkinson, 75, died Feb. 23, in Arlington, Va. Perkinson served as a Green Beret in the U.S. Army during the Vietnam War, for which he was awarded a Bronze Star for Valor, two Purple Hearts and the Silver Star. He later earned his undergraduate and graduate degrees at Boston University. Perkinson entered public service with the Massachusetts Department of Environmental Protection and enjoyed a successful career in computer science. He joined the Department of State in 2011. He enjoyed reading science-fiction novels, fishing and spending time with his family in the outdoors. Perkinson is survived by his wife of 28 years, Diane; a sister, Joan; four children, David, Stephanie, Abigail and Debra; and nine grandchildren.





# In Memoriam

## Lisa Kay Harshbarger



Lisa Kay Harshbarger, 59, died March 24, in Stuart, Fla. A graduate of Manchester College, Harshbarger received a master's degree and a doctorate from Indiana University. In 1985, she taught writing and speaking skills in Kuala Lumpur, a job that led her to accept two Fulbright junior lecturer positions, an English language fellow assignment and eventually led her to join the Foreign Service as a regional English language officer in 2001. Harshbarger served in Washington, D.C., Uzbekistan, Ukraine, Hungary, the Philippines and the English Language Program Office at the Foreign Service Institute prior to her retirement in 2013. In retirement, she enjoyed reading and traveling. Harshbarger is survived by her husband, Jasmir; a son, Haris; her parents, Richard and Jane; and her brother, Jon.





# In Memoriam

## James Allan Lehman



James “Jim” Allan Lehman, 69, died Nov. 24, 2018, in Reston, Va. A Senior Foreign Service officer, Lehman held a number of positions within the Bureau of Overseas Building Operations (OBO) at the Department of State. He worked on numerous projects overseas including projects in Bolivia, Venezuela, Kuwait, Italy, Qatar, Mali, Republic of South Africa, Zambia, Senegal and Swaziland as well as various projects in Iraq. Lehman retired in 2016; however, he returned to OBO in 2017 to serve as the overseas project director for Brazzaville, Republic of Congo, until November 2018. He was happiest when he was working. Lehman is survived by his wife, Antonia.





# In Memoriam

## Wesley James Lincoln



Wesley James Lincoln, 77, died March 20, in Raleigh, N.C. Lincoln served in the U.S. Army and later joined the Foreign Service. His overseas posts included Karachi, London, Manila and Pretoria. Domestically, he served in Fort Lauderdale, Fla. and Springfield, Va. After 20 years in the Foreign Service, Lincoln retired and worked for various companies that contracted with the Department of State. He is survived by his wife of 53 years, Beverly; five children, Pamela, Dennis, Douglas, Carol and Nicole, and 12 grandchildren.





# In Memoriam

## Roscoe H. Lindsey



Roscoe H. Lindsey, 72, died Sept. 28, 2018, in Herndon, Va. A U.S. Navy veteran and English teacher, Lindsey joined the Foreign Service as a communications officer and served overseas in Rio de Janeiro, Brazzaville, Bonn, Maputo and Abu Dhabi. He retired in 2010 after 28 years of service. He also worked as an air traffic control trainer and volunteered at the Smithsonian Air and Space Museum, the Federal Aviation Association and Washington Dulles and Leesburg Airports. In 2011, Lindsey was selected to sing for Pope Benedict during a visit to Washington, D.C., and in 2015, he also sang for Pope Francis. Lindsey is survived by his sister-in-law, Ann; two nieces and two nephews.





# In Memoriam

## Gordon W. Murchie



Gordon W. Murchie, 86, died March 16, in Alexandria, Va. Murchie began his career as a Foreign Service officer with USIA. He served in the Philippines, Thailand and Costa Rica. In 1985, Murchie began working for USAID, for which he traveled throughout Africa, Asia, Latin America, Eastern Europe and the Middle East. He retired in 1993 after 35 years of service. In retirement, Murchie became active in the wine industry, serving as president of the Vinifera Wine Growers Association, and he helped to create the Mount Vernon wine festival series which is now in its 23rd year. Murchie is survived by his wife, Anita; two children, Scott and Tia; and two granddaughters.





# In Memoriam

## John George Sinnicki



John George Sinnicki, 87, died March 9, in Barnegat, N.J. Sinnicki served in the U.S. Marine Corps from 1948-1952, where he participated in the Battle of the Chosin Reservoir during the Korean War. After his military service, Sinnicki worked as a Foreign Service officer and served in Mogadishu, San Salvador, Panama, Islamabad, Warsaw, Belgrade and Ottawa. He retired after 34 years of service and received a commendation for his efforts in reopening Embassy Kuwait after Operation Desert Storm. He was also a lifetime member of the Polish Legion of American Veterans and the Korean War Veterans Association. Sinnicki is survived by his wife, Marian; two children, John and Sandy; and five grandchildren.





# In Memoriam

## MacAlan Thompson



MacAlan "Mac" Thompson, 77, died Dec. 17, 2018, in Thailand. Thompson graduated from Oregon State College in 1963 and then served in the U.S. Army which included a tour at the Korat Royal Thai Air Force Base. In 1968, Thompson joined USAID and served nine years in Laos before evacuating when Vientiane fell in 1975. He continued his work in Foreign Service at the Department of State by supporting the effort to protect, assist and resettle refugees from Laos, Cambodia and Vietnam to America. Thompson retired in 1992 and volunteered for the Thailand-Laos-Cambodia Brotherhood and supported the building of classrooms in Laos. Thompson is survived by his wife, Sunee; son, Chalee; and sister, Anne.





# In Memoriam

## Emily Lenora Towles



Emily Lenora Towles, 95, died March 30, in Washington, D.C. Towles served at the Department of State for 43 years as a volunteer services assistant. She retired from Foreign Service in 1988 and enjoyed baking, spending time with her grandchildren and road trips with her husband, Anthus. Towles was also an active member of her church and participated in several church groups. Towles was predeceased by her husband and a daughter, Barbara. She is survived by two children, Thomas and Sheila.





# In Memoriam

## Matthew H. Van Order



Matthew H. Van Order, 90, died April 14, in Arlington, Va. Van Order attended the University of Rochester and received an M.A. from the University of Minnesota in 1951. After receiving his commission as an ensign, he served in the U.S. Navy until 1954. He entered the Foreign Service in 1958 and served in Mexico City; Karachi; Lusaka; and Monterrey, Mexico. He retired from the Foreign Service in 1983 and volunteered in the emergency room at Virginia Hospital Center for several years. He is survived by his wife of 46 years, Maria; three sons, Howard, Bernard and Christopher; and four grandchildren.





# End State



Traditional bolivian homes cover the hills in La Paz city, Bolivia. *Photo Olga Gavrilova*